

**Approved minutes of the regular meeting of the Council of Commissioners of the Central Québec School Board held on Wednesday, April 23, 2025, at 7 p.m. at the Board Office, 2046 chemin Saint-Louis, Québec (Québec) G1T 1P4 and on TEAMS platform.**

<b>Present:</b>	Linda Bechtiger	Parent Commissioner (by TEAMS)
	David Eden	Commissioner
	Debbie Ford-Caron	Commissioner (by TEAMS)
	Karine Gauthier	Commissioner
	André Gosselin	Commissioner
	Chantal Guay	Commissioner
	Jason Kilganan	Parent Commissioner (by TEAMS)
	Stephane Lagacé	Director General
	Cameron Lavallee	Commissioner
	Ian O'Gallagher	Vice-chairman
	Shirley Picknell	Commissioner (by TEAMS)
	Jean Robert	Chairman
	Jo-Ann Toulouse	Commissioner (by TEAMS)
	Jo Visser	Commissioner
<b>Absent:</b>	Debbie Cornforth	Commissioner
	Christian Falle	Parent Commissioner
	KayLee Richardson	Parent Commissioner
<b>In Attendance:</b>	Julien Duchamp	Director of Educational Services
	Leslie Dussault-Marcoux	Recording Secretary
	Vincent Laliberté	Secretary General
	Yves Lambert	CQTA President (by TEAMS)
	Anissa Landry	Director of Financial Services
	Nancy L'Heureux	Assistant Director General and Director of Human Resources
	Benoit Sévigny	Director of Buildings and Equipment, Information Technology and Purchasing

**25-04.01 Call to Order**

The Chairman called the meeting to order at 6:59 p.m.

**25-04.02 Native Land Recognition Statement**

We would like to begin by acknowledging, honouring, and paying respect to our First Nations Communities; the traditional owners and custodians of the land on which we gather for this event today.

**25-04.03      Approval of the Agenda**

It was MOVED by C. Guay, SECONDED by J. Visser and unanimously RESOLVED; THAT the agenda be approved with the addition of the following resolutions, at the end of the New Business Items:

f) Motion of Appreciation for the QCESCF for its Financial Contribution to the Central Quebec School Board

g) Motion of Appreciation for the Performing Arts Festival (PAF!) Organizers

**25-04.04      Public Question Period**

There were no questions.

**25-04.05      Question Period for Students**

No students were present.

**25-04.06      Correspondence from Students**

No correspondence was received.

**25-04.07      Complaints**

No complaints were received.

**25-04.08      Approval of the Minutes Regular Meeting Held on March 26, 2025**

It was MOVED by K. Gauthier, SECONDED by A. Gosselin and unanimously RESOLVED; THAT the minutes of the regular meeting of the Council of Commissioners held on Wednesday, March 26, 2025, be accepted as presented.

**25-04.09      Business Arising from the Minutes**

J. Duchamps provided numbers for the K4 at New Liverpool for the 2025-2026 school year.

**25-04.10      Report from the Chairman**

The Chairman provided a report to the Commissioners on the following items:

- Director of Human Resources Selection Committee Preparation Meeting – March 31<sup>st</sup>
- QESBA Executive Committee Meeting – April 3<sup>rd</sup>
- Power Law's Session on Section 23 – April 4<sup>th</sup>
- Interview with Director of Human Resources – April 7<sup>th</sup>

**25-04.10      Report from the Chairman (continued)**

- Agenda Meeting – April 8<sup>th</sup>
- CQSB (Elementary) Performing Arts Festival – April 9<sup>th</sup>
- CQSB (High School) Performing Arts Festival – April 16<sup>th</sup>
- MIT: 20<sup>th</sup> Anniversary of the Performing Arts Festival

**25-04.11      General Directorate's Report**

The Director General formally addressed the Council and provided a report on the following items:

a) Update from Educational Services

The Educational Services team has introduced *School Orientation Teams* to support schools in implementing change or advancing existing improvement plans. These teams will help schools adopt evidence-based strategies, use data to guide decisions, and improve communication between schools and the Board, fostering greater collaboration and collective efficacy.

b) Update from Buildings & Equipment and IT

Security concerns have arisen at the abandoned former St. Vincent School, now targeted by copper thieves and urban explorers. The team is working to secure the site and has requested funding from the ministère de l'Éducation. In Purchasing, all establishments have been reminded to comply with Québec-Canada procurement rules.

c) Update from Human Resources

While no recent labour meetings were held with senior staff, principals, or teachers, meetings with professionals and support staff addressed telework, professional development, and committee representation. HR and Educational Services also met with principals to assess school needs for the 2025–2026 year, fostering constructive dialogue and targeted planning.

d) Update from Communications

The Communications Department is preparing to promote the new high school for the upcoming school year while managing ongoing priorities.

25-04.11

**General Directorate's Report (continued)**

e) Update from Financial Services

An external audit of the School Board's financial statements by Mallette began on April 28, 2025, with the process expected to take two and a half weeks.

f) Update from Secretariat General

Support continues for Governing Boards, with recent challenges reinforcing the need for clear communication and resources. As Bill 94 progresses, preparations are underway for the implementation of a code of ethics and collaboration with other boards to ensure readiness.

g) Update from the General Directorate

The 20th edition of the Performing Arts Festival celebrates student creativity and community engagement. The Elementary event was held April 9 in Québec City, and the Secondary festival is set for April 16-17 in Jonquière. A new podcast, *Voices of PAF!*, highlights student voices and contributions, with support from various community and cultural partners.

25-04.12

**Strategic Planning**

N. L'Heureux presented the updates on the Action Plans and Commitment-to-success plan for the month April.

25-04.13

**New Business**

a) Code of Ethics (deposit)

The Code of Ethics was received for consultation purposes. The final document will be presented for adoption at the June 18, 2025, meeting of the Council of Commissioners.

b) By-law regarding the Day, Time and Place of Regular Meetings 2025-2026 (deposit)

The draft By-Law Regarding the Day, Time and Place of Regular Meetings was received for consultation purposes. The final resolution will be presented for adoption at the June 18, 2025, meeting of the Council of Commissioners.

**New Business (continued)**c) Amendment to the Transportation Policy (deposit)

The Transportation Policy was received for consultation purposes. The final resolution will be presented for adoption at the June 18, 2025, meeting of the Council of Commissioners.

d) Provisional Staffing Plan (adoption)

## i) Allocation for Senior Management Staff (schools, centre and Board Office)

It was MOVED by A. Gosselin, SECONDED by C. Lavallee, and unanimously RESOLVED; THAT the allocation for senior management staff of schools, centre and of the Board Office be provisionally accepted as presented on the summary of recommended staffing plan for 2025–2026 dated April 23, 2025, pending final approval of the budget.

## ii) Allocation for Professional Staff (schools, centre and Board Office)

It was MOVED by A. Gosselin, SECONDED by C. Lavallee, and unanimously RESOLVED; THAT the allocation for professional staff of schools, centre and of the Board Office be provisionally accepted as presented on the summary of recommended staffing plan for 2025–2026 dated April 23, 2025, pending final approval of the budget.

## iii) Allocation for Support Personnel (schools, centre and Board Office)

It was MOVED by A. Gosselin, SECONDED by C. Lavallee, and unanimously RESOLVED; THAT the allocation for support personnel of schools, centre and of the Board Office be provisionally accepted as presented on the summary of recommended staffing plan 2025–2026 dated April 23, 2025, pending final approval of the budget.

It was MOVED by C. Guay, SECONDED by I. O’Gallagher, and unanimously RESOLVED to go in-camera for the next resolution.

e) Recommendation from the Selection Committee – Position of Director of Human Resources

WHEREAS at the January 22, 2025, meeting, the Council of Commissioners approved the revised Organizational Chart, which now separates the positions of Director of Human Resources and Assistant Director General;

WHEREAS the positions of Assistant Director General and Director of Human Resources were both currently filled in the person of Nancy L’Heureux;

25-04.13

**New Business (continued)**

e) **Recommendation from the Selection Committee – Position of Director of Human Resources (continued)**

WHEREAS, moving forward, Ms. L'Heureux will solely occupy the position of Assistant Director General;

WHEREAS the School Board has taken the necessary steps to fill the pivotal position of Director of Human Resources;

WHEREAS a recruitment process was launched, and a Selection Committee was struck, composed of 4 members: the Chairman, Commissioner A. Gosselin, the Director General and the Assistant Director General;

D. Eden left  
at 8:09 p.m.

WHEREAS interviews were held on April 7, 2025, and the Selection Committee has prepared a recommendation to the Council of Commissioners;

It was MOVED by J. Visser, SECONDED by K. Gauthier, and unanimously RESOLVED; THAT the Council of Commissioners accept the recommendation of the Selection Committee, that the Director General be mandated to offer the position to the candidate recommended by the Selection Committee and that the name of the candidate be consigned to the minutes of the next meeting of the Council of Commissioners; and

THAT once the candidate has accepted the position, a public announcement be made; and

THAT the appointment of the new Director of Human Resources be effective as of July 1, 2025, subject to the signing of a contract and to the working conditions established in the government regulation currently in force; and

THAT the Director General be authorized to sign the contract on behalf of the School Board.

It was MOVED by C. Lavallee, SECONDED by A. Gosselin, and unanimously RESOLVED to go out of camera.

f) **Motion of Appreciation for the QCESCF for its Financial Contribution to the Central Quebec School Board**

WHEREAS, the QCESCF has generously contributed financial support to benefit the Central Quebec School Board and its communities;

WHEREAS, this contribution is particularly meaningful for the communities located in outlying regions beyond the Quebec City area, where access to resources is often more limited;

**New Business (continued)**f) **Motion of Appreciation for the QCESCF for its Financial Contribution to the Central Quebec School Board (continued)**

WHEREAS, the support from QCESCF helps fostered collaboration between multiple English communities, reinforcing a spirit of unity and shared purpose across the wider network;

WHEREAS, this foundation has not only provided material assistance but has also sown the seeds for long-term positive outcomes, strengthening our collective capacity and commitment to student and English communities success;

It was MOVED by C. Guay, SECONDED by J. Visser, and unanimously RESOLVED:

THAT the Council of Commissioners formally expresses its sincere appreciation and gratitude to the QCESCF for its generous financial contribution and its support for communities in outlying regions; and

THAT this motion of appreciation be recorded in the official minutes of the Council of Commissioners and that a letter of thanks be conveyed to the QCESCF, acknowledging the value and impact of this collaboration.

g) **Motion of Appreciation for the Performing Arts Festival (PAF!) Organizers**

WHEREAS, the Performing Arts Festival (PAF!) is a celebrated annual event that highlights the diverse artistic talents within our community and provides a platform for creative expression through music, theatre, dance, and the performing arts;

WHEREAS, the successful execution of PAF! is the result of months of meticulous planning, coordination, and dedication by the organizing team, whose efforts go above and beyond to ensure an enriching and memorable experience for all participants and attendees;

WHEREAS, the organizers have demonstrated outstanding leadership, initiative, and teamwork in managing the numerous logistical, creative, and technical aspects of the festival with professionalism and enthusiasm;

WHEREAS, their contributions have significantly enriched the cultural fabric of our institution, fostered community spirit, and upheld the tradition of excellence associated with the Performing Arts Festival;

25-04.13

**New Business (continued)**

g) Motion of Appreciation for the Performing Arts Festival (PAF!) Organizers (continued)

It was MOVED by D. Ford-Caron, SECONDED by I. O’Gallagher, and unanimously RESOLVED; THAT the Council of Commissioners formally expresses its sincere appreciation and gratitude to the organizers of the Performing Arts Festival (PAF!) for their exemplary service and dedication; and

THAT this motion of appreciation be recorded in the official minutes of the Council of Commissioners and that a letter be conveyed to the organizing team as a gesture of our collective thanks and commendation.

25-04.14

**Committee Reports**

a) Executive Committee

No meeting was held.

b) Parents’ Committee

No meeting was held.

c) Special Needs Advisory Committee

No meeting was held.

d) Transport Advisory Committee

No meeting was held.

e) Audit Committee

No meeting was held.

f) Evaluation of the Director General

No meeting was held.

g) Ethics and Governance Committee

No meeting was held.

h) Human Resources Committee

No meeting was held.



**25-04.14      Committee Reports (continued)**

i) Resource Allocation Committee

No meeting was held.

**25-04.15      Québec English School Boards Association**

a) Report from the Board of Directors

Commissioner D. Ford-Caron sent a report to the Council prior to the meeting.

b) Report from Committees

No report was made.

**25-04.16      Next meeting**

The next regular meeting will be held on May 21, 2025.

**25-04.17      Question period**

a) Public

There were no questions.

b) Commissioners

There were no questions

**25-04.18      In-camera session**

The in-camera session was held between 8:01 p.m. and 8:12 p.m.

**25-04.19      Adjournment**

The meeting was ADJOURNED at 8:28 p.m. on a motion by C. Lavalle.

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Vincent Laliberté  
Secretary General

Jean Robert  
Chairman

Approved on May 21, 2025.